

WRGB & WCWN * Annual EEO Public File Report

February 1, 2006 - January 31, 2007

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. This report is placed in the public inspection files and the WRGB website.

The information in this report covers the time period beginning February 1, 2006 to January 31, 2007 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

* Freedom Broadcasting of New York, Inc. acquired WCWN on December 5, 2006.

**WRGB Annual EEO Public File Report
February 1, 2006 - January 31, 2007**

Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD

	Vacancy Title	Sources Used to Announce Vacancy	Source of Hiree
1	Account Executive	Exigent Circumstance	Word Of Mouth
2	National Continuity Coordinator	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Times Union Newspaper
3	Reporter	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p>	www.tvjobs.com

		<p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>Television Week (Eric Chasko – Echasko@crain.com, ph:323-370-2415)</p> <p>www.medialine.com, Mark Shilstone</p> <p>www.tvjobs.com</p> <p>www.saratoga.org</p>	
4	Promotion Producer/Director	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p>	www.saratoga.org

		<p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>Television Week (Eric Chasko – Echasko@crain.com, ph:323-370-2415)</p> <p>www.medialine.com, Mark Shilstone</p> <p>www.saratoga.org</p> <p>Graeme Newell's Ideanet www.602communications.com</p>	
5	News Assistant	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>www.medialine.com, Mark Shilstone</p>	Internal Candidate

		<p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	
6	Weekend Assignment Desk	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com) www.tvjobs.com</p>	Job Fair
7	Local Sales Manager	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association</p>	Internal Candidate

		<p>Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>Television Week (Eric Chasko – Echasko@crain.com, ph:323-370-2415)</p> <p>SpotsNDots (alice@spotsndots.com)</p>	
8	Nat'l Continuity Coordinator	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper</p>	Times Union newspaper

		645 Albany-Shaker Rd Albany, NY (518) 454-5000 Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100	
9	Account Executive	All sources on Appendix 2 Channel 6 Jobs On Line website New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943 New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662 National Association Of Broadcasters www.nab.org/bcc/prgram Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000 Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100 Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com) Television Week (Eric Chasko – Echasko@crain.com , ph:323-370-2415) SpotsNDots (alice@spotsndots.com	Word of mouth
10	News Producer	All sources on Appendix 2 New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943	Times Union newspaper

		<p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>Television Week (Eric Chasko – Echasko@crain.com, ph:323-370-2415)</p>	
11	Videojournalist	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p>	Word Of Mouth/Referral

		<p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>Television Week (Eric Chasko – Echasko@crain.com, ph:323-370-2415)</p>	
12	Local Sales Coordinator	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Community List - Saratoga County Chamber Job zone web site
13	Commercial Producer/Director	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p>	Employee Referral

		<p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	
14 & 15	Account Executive	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Word Of Mouth/Referral (2 hires)
16	Weekend Assignment Editor	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs O Line Website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p>	Internal Candidate

		<p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	
17	News Producer	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Cold call/walk-in

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

Total Number of Persons Interviewed thru #17 : 85

Total Number Of Interviewees Per Recruiting/Referral Sources:

Channel 6 Jobs On Line website	6
Web/Internet	12
TVjobs.com	4
Walk-in/Cold Call	1
Newspaper – Times Union	24
Newspaper – Daily Gazette	7
Spots N Dots	3
Word of Mouth/ Referral	13
Job Fair	1
Internal Posting	10
Graeme Newell 602 Communications	1
Community List - Saratoga C of C web site	3
Total	<hr/> 85

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February 1, 2006 - January 31, 2007**

**Appendix 2
RECRUITMENT SOURCE LIST**

**Albany/Colonie Regional
Chamber of Commerce**
Attn: Heather Romano
One Computer Drive South
Albany, NY 12205
(518)453-5222 Fax: (518)458-1055
Contact Preference: US Mail

Arbor Hill Community Center
Attn: Donna Thompson, Director
47 North Lark St.
Albany, NY 12210
(518)463-1516
Contact Preference: US Mail

Asian American Journalists Association
Attn: Karen Swing
Professional Development Coordinator
1182 Market Street, Suite 320
San Francisco, CA 94102
(415)346-2051 Fax: (415)346-6343
post@aaaja.org
Contact Preference: E-Mail

AWRT & College of Saint Rose
Attn: Mary Alice Molgard, Job Bank
Coordinator
College of Saint Rose
432 Western Ave, Box 121
Albany, NY 12203
(518)454-5265 Fax: (518)458-5446
molgardm@mail.strose.edu or
www.strose.edu
Contact Preference: E-Mail

Carver Community Center
Attn: R. Walker
813 Strong Street
Schenectady, NY 12307
(518)374-8456 Fax: (518)374-0751
Contact Preference: US Mail

Centro Civico
Attn: Dr. Cecilia Sanz
20 Rensselaer St.
Albany, NY 12202
(518)465-1138
Contact Preference: US Mail

Centro Civico of Amsterdam, Inc.
Attn: Ladan Alomar, Executive Director
143-145 East Main Street
Amsterdam, NY 12010
(518)842-3762 Fax: (518)842-9139
civico@telenet.net
Contact Preference: US Mail

City of Albany
Department of Administration
Room 301
City Hall
Albany, NY 12207
(518)434-5284
James McCaffrey, Acting
Commissioner
Contact Preference: US Mail

Buenos Dias

Attn: Sharon (Lilly) Masilotti
21 Swatling Rd., Apt. 1A
Loudonville, NY 12211
(518)402-0544 Fax: (518)459-2427
Contact Preference: US Mail

Career Development Center
Attn: Thomas Tarantelli, Dir.
RPI

DCC RM. 209
Troy, NY 12180
(518)276-6234 Fax: (518)276-8787
Contact Preference: US Mail

Hispanic Outreach Services

Attn: Anne Tranelli, CSJ
40 North Main Avenue
Albany, NY 122003
(518)453-6655 Fax: (518)453-6792
Contact Preference: US Mail

Hispanic Outreach Services

Attn: Nilda Giraldi
801 Stanley St.
Schenectady, NY 12307
(518)382-2004 Fax: (518)382-2695
Contact Preference: US Mail

Hispanic Outreach Services

Attn: Beatrice Aviles
30 Ontario St.
Albany, NY 12206-2427
(518)463-1217 Fax: (518)463-1217
Contact Preference: US Mail

Hispanic Outreach Services
Attn: Maria Jeannette Gatto
Youth Outreach Coordinator
PO Box 577 (171 E. Main St.)

Corporation For Public Broadcasting

Attn: Ms Yoko Arthur
Employment Outreach Project
901 E. St. NW
Washington, DC 20004-2037
(202)879-9600 Fax: (202)783-1019
Contact Preference: US Mail

Gay & Lesbian Community Council

Attn: Carrie Knepp
P.O. Box 131
Albany, NY 12201
(518)462-6138 Fax: (518)462-2101
cknepp@cdglcc.org
Contact Preference: US Mail

NCAAP

Attn: Olivia Adams
955 State Street
Schenectady, NY 12307
(518)372-4409 Fax: (518)372-5143
mcmctap@mybizz.net (omit as of
12/23/03)
Contact Preference: US Mail

NAB Career Center

Attn: Karen Hunter
1771 N St., NW
Washington, DC 20036-2891
(202)429-5497 Fax: (202)429-3923
www.nab.org/bcc/
Contact Preference: Web Site

National Assoc. of Hispanic Journalists

Attn: Marco Botero, Program Assistant
1000 National Press Building
529 14th St., NW
Washington, DC 20045-2100
(202)662-7145 Fax: (202)662-7144
jobbank@nahj.org
Contact Preference: E-Mail

National Black Media Coalition

Attn: Carmen Marshall, Exec Dir
Employment Resource Center
1738 Elton Rd., Suite 314

Amsterdam, NY 12010
(518)843-0004
Contact Preference: US Mail

Hudson Valley Community College
Attn: Center for Careers & Employment
80 Vandenburg Ave.
Troy, NY 12180
(518)629-7326 Fax: (518)629-7508
cce@hvcc.edu
Mark Schmiedeshoff, Director
Contact Preference: E-Mail

The Leadership Institute
Attn: Denise Chaykun
Broadcast Media Placement
Coordinator
Steven P.J. Wood Building
1101 North. Highland St.
Arlington, VA 22201
(703)247-2000 Fax: (703)247-2001
Contact Preference: US Mail

NAACP
Attn: Anne Pope
P.O. Box 2544
Albany, NY 12220-0544
(518)462-1823
Contact Preference: US Mail

Schenectady County Community
College
Attn: Carolyn T. Pinn
Coordinator of Personnel /AAO
Planning & Development
78 Washington Avenue
Schenectady, NY 12305
(518)381-1200x 113 Fax: (518)346-
0379
Contact Preference: US Mail or Fax

University At Albany
Career Development
ULB-69
1400 Washington Avenue
Albany, NY 12222

Silver Spring, MD 20903
(301)445-2600 Fax: (301)445-1693
Contact Preference: US Mail

New York Sojourner-Herald
Attn: Kimberly L. Ray/Webster
Managing Editor (Paul Webster, Editor)
PO Box 7263, Capital Station
Albany, NY 12224
(518)427-7610
Contact Preference: US Mail

New York State Broadcasters
Attn: Sandy Hickey
Job Bank
115A Great Oak Office Park
Albany, NY 12203
(518)456-8888 Fax: 456-8943
sandy@nysbroadcastersassn.org
Contact Preference: Web Site

New York State Job Service
Attn: Donald Radley
NYS Dept. of Labor
600 Franklin St.
Schenectady, NY 12305
(518)347-1662 Fax: (518)347-0563
www.ajb.dni.us/ny/employer/
Contact Preference: Web Site

Bryant & Stratton College
Attn: Derek L. Coleman,
Director, Career Services
Albany Campus
1259 Central Avenue
Albany, NY 12205
(518)437-1802 x248 Fax: (518)437-1048
Contact Preference: US Mail or Fax

Albany Co Dept of Human Resources
Attn: Kai N. Earle,
Director of Affirmative Action
112 State St.- Suite 670
Albany, NY 12207

(518)442-5515 Fax: (518)442-5005
career@uamail.albany.edu
Contact Preference: US Mail

The Sage Colleges-Troy Campus

Attn: Laurie Anderson
Career Development Center
45 Ferry Street
Troy, NY 12180
(518)244-2272 Fax: (518)244-6865
www.nacelink.com
www.sage.edu
Contact Preference: Web Site

Skidmore College
Office of Career Planning
Saratoga Springs, NY 12866
Contact Preference: US Mail

The Women's Building, Inc.

Attn: Liz Bryant, Coordinator
79 Central Avenue
Albany, NY 12206
(518)465-1597 Fax: (518)465-1598
Contact Preference: US Mail

Women's Press Club of NYS, Inc.
WPC Newsletter
PO Box 13493
Albany, NY 12212-3493
Attn: Nancy Curran, Editor,
Newsletter
1868 Eastern Parkway
Schenectady, NY 12309
393-5904 Office: 377-3810
Contact Preference: US Mail

Connecticut School of Broadcasting
NYC Career Service
377 Route 17 South-Penthouse
Hasbrouck Heights, NJ 07604
Contact Preference: US Mail

kearle@albanycounty.com
Contact Preference: E-mail

One Hundred Black Men
52 Chestnut Lane
Schenectady, NY 12309
Contact Preference: US Mail

Center for Law & Justice
Pine West Plaza-Bldg.2
Washington Ave. Ext.
Albany, NY 12205
Contact Preference: US Mail

Urban Voices
Kenneth Braswell
220 Green St.
Albany, NY 12202
(518)432-5102
Contact Preference: US Mail

Refugee Resettlement Program
218 Nott Terrace
Schenectady, NY 12307
Contact Preference: US Mail

The Saratoga County Chamber
28 Clinton St.
Saratoga Springs, NY 12866
(518)584-3255 Fax: (518)587-0318
www.saratoga.org/jobs
Contact Preference: Web Site

Women's Employment & Resource Center
Attn: Elizabeth Miller, Executive Director
175 Central Ave, 3rd Floor
Albany, NY 12206
(518)462-7600 ext 187
www.cdwercc.org
Contact Preference: US Mail

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

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Appendix 3

RECRUITMENT INITIATIVES

Outreach Initiative #1

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

WRGB News personnel participated in the following events during the reporting period:

- February 1st, November 9th, weather TV reporting presentation presented to Hadley-Luzerne Middle School and Salem Central School 3rd graders, respectively by the Chief Meteorologist
- February 26th, hosted a Schalmont High School student job shadow of our week-end meteorologist
- March 21st, a reporter guest spoke to a journalism class at the University of Albany about broadcast journalism and reporting
- April 12th, June 19th, September 26th, October 6th, October 12th, participated in career seminars at Schalmont Middle School, Scotia- Glenville Middle School, Draper Middle School, Harriet Gibbons High School and Arbor Hill Elementary School, respectively by either a meteorologist or a reporter
- May 18th, hosted Bryant & Stratton "Experience Today" essay program students at the station for Q&A with the Morning Anchor followed by a tour of the studio
- July 10th, one of WRGB's Evening Anchors participated in TV Summer Camp for high school students at Sage College. Viewed "A Day In The Life At WRGB" followed by Q & A.
- November 14th, station tour from Siena College to explore careers in broadcasting journalism, hosted by the Assignment Desk Manager.
- November 17th, station tour from The News School Of Radio and TV to gather information about careers in broadcasting, hosted by the Assignment Desk Manager.

Outreach Initiative #2

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Our 2006 internship programs attracted eight college and high school students. Six interned in the News Department, two in Sales. The colleges represented were SUNY Albany, Skidmore, Union, St. Rose and SUNY Plattsburgh. High Schools represented were Shenendehoa and Niskayuna. Interns receive school credit and are monitored by a teacher/coordinator.

Outreach Initiative #3

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

WRGB provides on-going training to management and supervisory personnel.

In May 2006, the News Manager, the recently promoted Assistant News Manager, the Assignment Desk Manager/AFTRA shop steward and the Chief Videographer viewed a videotape entitled "EEO Compliance for Supervisors & Managers." They also signed a statement acknowledging viewing the tape, receiving the station policies entitled "Anti-Harrassment/Non-Discrimination" and "WRGB Information Systems" and the responsibility as a supervisor/manager to comply with and enforce EEO rules and station policies.

In May 2006, the Business/HR Manager attended a "Workplace 2006" seminar hosted by the law firm Bond, Schoeneck & King, PLLC. The one day seminar presented an update on employment law issues.

On June 12, 2006 a recently promoted supervisory level employee in the Sales Department participated in a Q&A with the station's Business/HR Manager and viewed a videotape entitled "EEO Compliance for Supervisors & Managers." The newly promoted supervisor also acknowledged in writing his requirement to read, understand and comply with the station policies on Anti-Harassment/Non-Discrimination and WRGB Information Systems and to read the booklet "Stop Employee Lawsuits – 10 simple steps every manager must take."

On September 29, 2006 the Senior Producer in the Creative Services Department viewed the same EEO tape and signed a statement acknowledging responsibility for enforcing EEO rules and the station policies named above. The Senior Producer is not a supervisor but acts as "producer in-charge" during department head absences.

In September 2006, the station General Manager and General Sales Manager participated in a division wide conference which included "management diversity training." The purpose of the training was to give "participants the tools and vision to broaden their diversity knowledge to become more effective leaders while enhancing their outreach initiatives."

On January 7, 2007, the Sales Manager for the newly acquired WCWN station viewed the videotape entitled "EEO Compliance for Supervisors & Managers" and received required reading assignments including copies of the station's policies on Anti-Harrassment/Non-Discrimination and WRGB Information Systems and the booklet "Stop Employee Lawsuits – 10 simple steps every manager must take."

Outreach Initiative #4

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

WRGB's department managers participated in the following job fairs:

Dr. Martin Luther King, Jr. Job Fair
General Mgr, Production Mgr, Creative Services Mgr

April 13, 2006

NYS Associated Press Broadcasters Association Job Fair
General Mgr, News Mgr

June 3, 2006

On-line NYSBA Job Fair

Sept 25 to Oct 1, 2006

Job Fair resumes were routed to the Creative Services Mgr and then forwarded to the applicable department managers and Business Office/Human Resources Office via e-mail.

On April 26, 2006, division level managers participated in the NABEF-BEA-RTNDA career fair in Las Vegas on behalf of the station. The divisional CFO and the divisional directors of Interactive Projects and Human Resources participated.

Applications and resumes were accepted and potential candidates introduced themselves and engaged in discussion with the managers.

Outreach Initiative #5

Participate in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

- On February 7, 2006, WRGB's Assistant News Director, special assignment producer and evening anchor staffed a booth at a Consumer Action Day event and provided information about broadcast journalism's role in providing the public with consumer information and awareness. The New York State Consumer Protection Board hosted the event.
- On April 22, 2006, the WRGB weather team hosted a training seminar and open house at the station. One hundred and thirty weather spotters attended the all day training session.
- On May 13, 2006, WRGB's evening anchor presented a WRGB produced "Day In The Life" videotape at the Lally Girl Scout Center to adolescent girls from the Mohawk Pathways Council. The videotape demonstrated a typical day in the WRGB news room and was followed by a discussion of the skills necessary to succeed in broadcast journalism.